



The Az POST

# Newsletter

Arizona Peace Officer Standards and Training Board

Winter 2007

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## YOU'RE HIRED!

(On one condition)

### Meet your Arizona POST

#### Board

### JOE DUARTE



The Newsletter would like to introduce POST Board member, Joe Duarte. Joe was appointed by Governor Janet Napolitano on August 27, 2004, to serve as one of the Board's two Public Members.

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The growth of our state, and the challenging demand to recruit and appoint qualified applicants to become Arizona Law Enforcement Professionals, has led to innovative approaches to meet this challenge. One recent approach has been recruiting applicants and making the appointment for certification or academy attendance prior to the completion of the background investigation under a conditional offer of employment. The conditional offer of employment states that the applicant must successfully meet the AZ POST minimum standards and the requirements of the background investigation.

This "conditional offer of employment" approach is contrary to AZ POST Rule 13-4-105(A), which states, "A person shall meet the minimum qualifications before being appointed to or attending the academy." Determining if an applicant meets the minimum qualifications is accomplished with the completion of a thorough background investigation as outlined in AZ POST Rule 13-4-106, Background Investigation Requirements.

Making appointments using this conditional offer approach has resulted in issues involving the applicant, the appointing agency and AZ POST, such as:

1. Recruits are attending the academy when AZ POST has no record of their appointment.
2. Recruits failing to meet the minimum qualifications are subject to dismissal from the academy.
3. In the case of officers already certified, learning of past violations of AZ POST rules during the background investigation has led to dismissal or possible Board sanction against their certification.

In any case, the appointing agency experiences the loss of their invested time, money and resources by not adhering to the established POST rules for appointment. Please call the Compliance Section at AZ POST if you have any questions related to Background Investigation Requirements.





## Executive Director's Message

12/04/07

### "Becoming Arnold"

While browsing the Tucson Daily Star on line awhile back, I came across the Tucson Time Capsule, a feature that reprints news photographs from past years. This particular photo was an image of contestants in the 1977 Mr. Arizona Bodybuilding Competition. It depicted about thirty smiling and muscular young men posing in their "Speedos".

By today's standards these guys kinda looked like runts.

It started me thinking about how elements of popular culture, such as professional sports, wrestling, and action films, have caused us to accept the Arnold Swartzenegger body image as an accurate representation of a strong and fit human being. In truth, we did not evolve from 1977's Mr. Arizona to Arnold in thirty short years. It was "juicing," not hard work on the weight pile that got us here.

When I refer to "juicing", I mean the use of anabolic steroids without

proper medical authorization for the purpose of "becoming Arnold." And while Arnold may strike fear into the hearts of evildoers, "juicing" is unhealthful and more importantly, unlawful. If that were not enough, add the concern that steroid abuse can lead to overly aggressive behavior and short tempers – the last things a professional law enforcement officer needs.

You may have read news reports of a recent DEA investigation which implicated a number of Arizona peace officers in the abuse of anabolic steroids. While this particular investigation was focused on suppliers rather than users, the DEA has provided us with a frightening new awareness of steroid abuse in our profession. We at Arizona POST are taking the issue very, very seriously.

So if you see a fellow officer "becoming Arnold" take her or him aside and give them the straight scoop. You might save them from "becoming Officer A" in an upcoming POST Integrity Bulletin. You may even save a life.

*Meet Joe Duarte*  
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A true Arizona native, Joe was born in Ray, Arizona and grew up in Tempe. Joe comes from a long line of educators. Joe's parents were both teachers and coaches. Joe's sister and brother-in-law are also teachers and coaches. Joe attended Tempe High School, ASU undergrad and ASU Law School.

Joe began his legal career as a prosecutor for the City of Phoenix where he worked for three years. He then went to work as a prosecutor for the Maricopa County Attorney's Office where he worked for six and a half years. His final work as a prosecutor was with the Office of the Arizona Attorney General. Joe states he was very fortunate to have worked under two excellent Attorney Generals, The Honorable Grant Woods and The Honorable Janet Napolitano. He worked with the Office of the Arizona Attorney General from 1995 to 2003 and was assigned to prosecute street and prison gangs. Since 2003 he has worked with the Legal Defender of Maricopa County and is presently a member of the Federal Defender, District of Arizona in Tucson.

Joe's strong legal background is a huge asset to the AZ POST Board.

The AZ POST Newsletter is a publication of the:

Arizona Peace Officer Standards and Training Board  
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# Director Jerry McCowan retires from Glendale Community College Law Enforcement Academy

AZ POST Board has a tremendous amount of pride in the accomplishments of each of the statewide academies and their programs. One of these academies, Glendale Community College Law Enforcement Training Academy (GCCLETA), will see its Director, Jerry McCowan, retire in January 2008.

GCCLETA was started by Mr. Jack Rose (while he was still at Glendale PD) and GCC faculty member Duke Schafer. Mr. Rose's idea for the academy was to allow another method for people to seek a career in law enforcement, as well as training for those who only wanted to be "Reserve Officers." (Mr. Rose was also an AZ POST Board member from March 1990 to September 2002).

Director Jerry McCowan began teaching at the academy in 1978 as a firearms instructor. In 1984, he was asked to take over the Academy Director position with Class #10.

From 1984 until March 1995, Jerry ran the Academy part time while being employed at the Glendale Police Department. After retiring from the police department with the rank of captain, he was hired by GCC to run the academy, the non-police firearms program and to develop an advanced officer training program. During his tenure as Academy Director he was also Chairman of POST's Firearms Subject Matter Expert Committee.

Director McCowan stated the best part of his job has been "Watching so many incredible individuals come through the academy and proceed to excel with their agencies and become policy makers. I can't stress enough the extremely talented, intelligent and caring people that have graduated from this organization". He went on to state that "You know you're old when in reflection you realize that you trained an individual that is now a police chief and then years later trained his

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## Video Services Center Update

The Video Services Center has new hours:

Monday – Friday  
9:00 AM – 11:00 AM  
1:00 PM – 3:00 PM  
Or by appointment

You can ask at the front desk for assistance or to return items during these hours. Items must be returned at the front desk as there is no longer a drop box available.

An updated catalog will be available soon. We are also working on having a web-based system which will allow users to search our database for items by topic or title. It will notify us about the items you wish to check out, so that they can be ready for you to pick up or we can mail them to you.

In an effort to update our material, we are reviewing past use of the center to determine the popular topics and looking for sources of updated material on those topics. We would welcome your input. If you have any suggestions, please call Rosalee Fitch at 602-223-2560, ext. 231.



# New Driver Track in Snowflake, Arizona

AZ POST staff recently completed a Northeast regional two-week Emergency Vehicle Operations Center (EVOC) Instructor School in Snowflake, AZ. When the new driving track was completed in early 2007, a training request was submitted by Steve Ebert of the Navajo County Sheriff's Office of the Northern Arizona Training Center (NATC). AZ POST staff met with NATC staff in May to design and insert a driving course onto the new 20 acre flat track. It took AZ POST staff five long intensive days to design, measure, mark, and paint the course to meet AZ POST performance objectives.

On June 18, the first AZ POST EVOC Instructor Certification Class began by meeting in the classroom of the Snowflake-Taylor Fire Department, located one mile from the driving track. The training was an 80-hour block, which consisted of 20% lecture and 80% hands on driver training. The first week of training was geared for train-the-trainers, teaching the lesson plan to the students. The class involved instructor development every day, forcing the students to know the material presented to them

as they would be expected to teach to in-service officers the second week of the class.

## Cops teaching Cops as Instructor Development

A new concept in accomplishing this task was put to the test. AZ POST staff piloted a new idea for proficiency instructor schools. Why not let student instructors teach in-service officers as part of the class? This would serve two purposes; it would allow SME instructors to evaluate student instructors actually teaching and it would allow agencies to get in-service training needs completed as required by training. As the second week progressed with this new concept, AZ POST staff observed that student instructors were much more aware of what was required for them to teach their newly learned skills.

Student instructors realized the pressure was on them to know the lesson plan, work as a team with coordinating each other's assignments and setting up the track. Student instructors learned what it was like to be able to teach their new learned proficiency skill to a group of officers that they had just met.

During this part of the training, 43 officers from five different agencies in the region attended the in-service part of the two-week period. The in-service training was a 10-hour training day, allowing these officers to get credit for 10 hours of proficiency training. This concept was a great success for the student instructors as they demonstrated confidence and proficiency in their teaching skills as an EVOC Instructor for the NATC and AZ POST.

## Your new EVOC Instructors are:

Jayson Pritchard – AZ DPS  
Robert Martin – AZ DPS  
Trent Mortenson – AZ DPS  
Jeff Easton – AZ DPS  
Rich Bottoms – AZ DPS  
Kevin Claridge – AZ DPS  
Joseph Logue – AZ DPS  
Jack Arend – Navajo Co SO  
Dean McMains – AZ DPS  
Casey Hale – Flagstaff PD  
William LeFevre – Holbrook PD  
David Coffin – Kingman PD  
Shalene Weber – Kingman PD  
David Sargent – Pinetop-lakeside PD  
Shawn Dolan – Safford PD  
Michael Melander – Salt River PD  
Kelly Poarch – Tucson PD



# An Update on the AZ POST Building and Facility Complex

The building that once housed the Chase Bank Operations Center at 2643 E. University Drive in Phoenix would hardly be recognized by the former bank employees. In 1993, the Chase employees moved out and the staff of the Arizona Peace Officer Standards and Training Board (POST) moved in. Due to budgetary limitations, only 17,500 of the 25,250 square foot building was initially utilized. The building had one classroom, a boardroom, two conference rooms and several individual offices for staff.

Parking was at a premium, with only the paved areas to the north and west of the building available for staff and visitors and a fenced-in area with a limited number of parking spaces for state vehicles.

In subsequent years, the dirt vacant lot to the south was purchased by POST and after paving, another 166 parking

spaces became available. Several interior remodels in those years built out the remaining 7,700 square feet of the building. This build out added an additional classroom, more office space, a video production/edit suite and a resource center.

By the end of 2005, the POST facility complex consisted of two full size 48 student classrooms with multimedia capability and a fully configured board room equipped with the necessary electronic audio systems to accommodate board hearings and meetings. The building also boasted



resource center (now consisting of only video media) was relocated to a room in the front lobby area for better access by the users. The old resource center space was reallocated as a “Testing Center”, a 32 seat classroom that will be primarily utilized for testing waiver applicants.

With these remodel projects almost near completion, POST

two conference rooms, a resource center, an edit/video production suite, an exercise room, some storage/file rooms and almost enough offices to meet staff needs.

With the key word being “almost”, it became necessary to proceed with other remodel projects that would make more efficient use of the facility space, as well as provide for needed security enhancements. A reconfiguration of the front lobby area allowed the receptionists to be placed in a secure area and all entrances are controlled by electronic key card access. The

staff, facility users and visitors will have a respite from the ever present “construction in progress” signs. The configuration of the facility will continue to function as a training and operations center for the Arizona law enforcement community for years to come.

All projects have been completed with the assistance of the Arizona Department of Public Safety Facilities Management Section.



# Tips for a Successful Training Experience

Has it been a while since you taught a class? Have you put on a class and not have it go as well as you planned? If you answered yes to either of these questions, let us take a moment to give you a few tips to help make your training experience go smoothly.

- Be familiar with the training topic and lesson plan. Nothing can make a training session go more poorly than not being familiar with the topic you are teaching. Make sure you study the lesson plan and all handouts and materials prior to the class. Make sure to do this several days in advance and create updates as needed. No one should teach outdated material out of personal pride as well as liability.
- Test your audio visual equipment prior to the start of class. This is an often overlooked problem. Get to the classroom prior to the students arrival and ensure that the equipment is working properly and that you are familiar with how it operates. Nobody wants to fumble with equipment during a class trying to get something to work.

This can make an otherwise smooth experience a stressful one.

- Speak with your students as they arrive. Take the time to greet your students as they arrive. All instructors are a little nervous prior to class starting, especially if you haven't taught in a while. By greeting the students you are getting familiar with them. This way when you are ready to start, you are not in front of a room of strangers. Many times this greeting period can also set the tone for the entire class. It will also encourage the students to be more interactive.
- Dress the part. Dress the part of a professional. Remember the rule of dressing one step above your audience. Choose class topic appropriate attire or what you would wear to testify in a court proceeding. Remember a uniform is always acceptable.

If you have any questions regarding training, do not hesitate to contact the training staff at AZ POST.



## Introducing Lori Ketron:

Lori began her law enforcement career with DPS in 1989 as an Officer Trainee.

Lori was born in Denver, Colorado and raised in Tucson, Arizona. She has been married to her husband Chris for six years. They have three children, Ashley, Emma, and Lindsay.

Officer Lori Ketron is a Training Specialist at AZ POST. She is on contract to POST from the AZ Department of Public Safety and began working at POST in February of 2007.

*Director retires*

*Continued from page 3*

son that is now an assistant chief with another agency!" One of his "past cadets", Surprise PD's Assistant Chief Mark Schott stated "I highly respect Jerry...he has always encouraged me, has been a mentor to me and helped prepare me as I tested for leadership roles with Surprise PD".

Other benefits to Director's McCowan's assignment was being able to do studies with police agencies in Bavaria, Siberia, France, Netherlands, Scotland, England and Ireland where he conducted a two day class for their academy firearm instructors.

Another result of GCCLETA was seen in a study that he did in conjunction with AZ POST where he found that in a 5 year period almost 70% of all his graduates had become career officers.

Director McCowan's 49th graduation will be November 30th, and the next day, December 1st, his 50th class (Class 60) will begin in the new Glendale Regional Training Center.

As far as what he'll be doing after he retires, on January 31, 2008 at high noon, he plans to continue to teach firearms for GCC, Gunsite and AZ POST. Updating the AZ POST Firearm Instructor course material will be a priority until June and July when he and his wife will start an eight week 'right turn only' tour in his new BMW sports car. They plan to go to San Diego, turn right to Vancouver Island, turn right to New Brunswick, turn right to Key West and turn right again and head for home. Of course along the way they will be visiting many interesting places and next October they have a two week cruise booked around New Zealand and Australia with family and friends.

Thank you Jerry for all you've done in fulfilling AZ POST's mission of giving Arizona communities highly trained officers!

# Applicant's Questions About Medical Conditions

Occasionally, POST receives calls from applicants asking whether their particular medical conditions will prevent them from becoming peace officers. Invariably the answer is, "we don't know and we can't even discuss it with you." There are several reasons involving agency discretion and federal law for this very unsatisfying response.

First, the Arizona POST medical standard is whether the person can safely perform the essential functions of the job with or without reasonable accommodations. Applicant A may be able to serve in Department B, but not in Department C, because B can accommodate his limitations, but C cannot. POST is not in a position to understand what accommodations any given agency is able or willing to make for any given condition.

Secondly, under the Americans with Disabilities Act (ADA), medical questions must be left until after a conditional offer of employment, or in the case of POST a conditional offer of certification. No applicant for employment is far enough along

in the process for POST to be discussing medical issues with him or her, because one cannot even apply for POST certification until appointed by an agency.

Also, under the ADA, every person is an individual and every person's condition is individually evaluated. There are no automatically disqualifying conditions under the POST rule. Physicians do these evaluations, not POST. No one can say whether a particular condition would prevent certification or not unless a full POST medical examination has been completed.

Finally, POST does not want to place itself between an applicant and an agency. The calls often come in as requests for POST to convince an agency of something or to pressure an agency to do something that the applicant wants. POST does not do that. It is entirely in the discretion of the agency whether or not to appoint a person in the first place. Then and only then does POST become involved with an applicant. Agencies should continue to feel free to consult POST at any stage in the process.



## FACILITY SCHEDULING

There has been a policy change in scheduling of the POST facility. Agencies who wish to use our facilities should be aware of these changes. Scheduling priority will be given in the following order:

1. POST training and meetings.
2. DPS training and meetings.
3. Other agency sponsored peace officer training and meetings.
4. State regulatory Board meetings (LEMSC, GRRC, etc).
5. Any other requests will be considered after review by administrative staff.

The facility will no longer be scheduled for use after business hours. The only exception to this is if a POST staff member is in attendance during the activity and remains in attendance throughout the entire activity.

If you are interested in scheduling a room, please send your request via email to [rooms@azpost.gov](mailto:rooms@azpost.gov). Requests must be in writing.

# The AZ POST Mobile Driver Simulator Training Program brings the training to you!



## Scheduling the Simulator

Visit [www.azpost.gov](http://www.azpost.gov) and follow the links to the Driver Simulator pages to schedule the mobile driver simulator at your agency.



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